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PENNSYLVANIA
HUMAN RELATIONS
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INVESTIGATORY
HEARING REPORT



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SUBJECT: Investigatory Hearings - Wilkinsburg, Allegheny County,
Pennsylvania

TO: The Honorable Raymond P. Shafer
Governor of the Commonwealth of Pennsylvania

and

The Honorable Alexander J. Jaffurs
Mayor of the Borough of Wilkinsburg, Pennsylvania

FROM: Harry Boyer, Chairman
Pennsylvania Human Relations Commission

1. Commission Report on Investigatory Hearings held in the Borough
of Wilkinsburg on July 1st and 2d and on July 25th and 26th, 1968.

2. Outline of Contents of the Report:

- a. Legal Basis for Conduct of Investigatory Hearing by the
Pennsylvania Human Relations Commission.
- b. Sequence of Procedures Leading to the Investigatory Hearing.
- c. Summary of Findings by the Hearing Commissioners.
- d. Commission Recommendations

L E G A L B A S I S

For Conduct of Investigatory Hearings

By the Pennsylvania Human Relations Commission

Act Number 191 of the General Assembly of Pennsylvania (House Bill #1516) signed into law by the Governor on October 11, 1967 and effective the 11th day of December, 1967.

Act Number 191: AN ACT Amending the Act of October 27, 1955 (P.L. 744) entitled, as amended, "An Act prohibiting certain practices of discrimination because of race, color, religious creed, age or national origin by employers, employment agencies, labor organizations and others as herein defined; creating the Pennsylvania Human Relations Commission in the Department of Labor and Industry; defining its functions, powers and duties; providing for procedure and enforcement; providing for an educational program to prevent injustice; providing for judicial review and enforcement and imposing penalties; providing for investigatory hearings by the Commission relating to racial discrimination or tension and for the investigations by the Commission relative to civil rights demonstrations."

The General Assembly of the Commonwealth of Pennsylvania hereby enacts as follows:

Section 7, Act of October 27, 1955 (P.L. 744) known as the "Pennsylvania Human Relations Act", is amended by adding after clause (f), two new clauses to read:

(f.1) To investigate where no complaint has been filed but with the consent of at least eight members of the Commission any problem of discrimination with the intent of avoiding and preventing the development of racial tension.

(f.2) On request of the Governor, to investigate claims of excessive use of force by police in civil rights protest activities.

LEGAL BASIS Continued:

Act Number 191: The Pennsylvania Human Relations Act is Amended by adding after Section 8 a new Section to read:

Section 8.1 Investigatory Hearings Relating to Racial Problems.

Whenever any problem of racial discrimination or racial tension arises, the Commission may immediately hold an investigatory hearing. The place of any such hearing shall be in the county where the problem exists. The hearing may be public or private and the Commission shall have the same powers as provided in clause (g) for hearings on complaint filed.

The purpose of the hearing shall be to resolve the problem promptly by the gathering of the facts from all the interested parties and making such recommendations as may be necessary.

The Commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearings shall be under oath and be transcribed.

Should the recommendations of the Commission not be accepted within a reasonable time the Commission may, with the consent of eight members, on its own behalf, initiate a complaint and the hearing findings and Commission order shall proceed the same as where a complaint has been filed.

PHRC Investigatory Hearings - Borough of Wilkinsburg

I. Sequence of Procedures Leading to the Investigatory Hearings Conducted by the Pennsylvania Human Relations Commission in the Borough of Wilkinsburg:

- A. Receipt of formal requests by citizens resident in the Borough of Wilkinsburg for Commission Investigatory Hearing followed by Commission Staff evaluation and recommendation that Commission action would be required to resolve racial tension in the Borough of Wilkinsburg.
- B. At regular session of the Commission, upon affirmative vote of eight members of the Commission, decision was made to investigate all areas of tension within the Borough of Wilkinsburg by the medium of the investigatory hearing.
- C. Commission Chairman appointed Hearing Commissioners and directed such action by Commission Legal Counsel and Commission staff as would accomplish the Investigatory Hearing in the Borough of Wilkinsburg.
- D. Commission Legal Counsel and staff met with Borough Mayor to announce Commission Investigatory Hearing and seek cooperation of the officials of the Borough.

PHAC Investigatory Hearings - Borough of Wilkinsburg

S U M M A R Y O F F I N D I N GII. A. That a Real Racial Tension Situation Does in Fact Exist in the Borough of Wilkinsburg:

That this existent tension situation had been foreshadowed by historical practice and custom culminating in an accumulation of unresolved grievances by Negro residents against the local authorities and the status quo.

A Borough with remarkably static population total but a readily discernible pattern of flight of white residents and in-migration of Negro families. The in-migrating Negro families, generally from Greater Pittsburgh, seeking decent housing, schools and family environment, have been, in most part, channeled to one circumscribed area within the Borough.

By the time of the tragic death of Dr. Martin Luther King, community tensions had reached the point wherein latent hostilities in the Black neighborhood gained overt expression in protest against the power structure and the status quo with resultant increase in racial tensions, flouting of constituted authority and damage to property and persons. This racial tension situation as evidenced by a series of protests, demands by civil rights groups upon elements of authority, increasing civil disorder and racial confrontations of such magnitude and potential for riot that police force augmentation by outside police forces was required, evidenced the requirement for affirmative action to resolve racial tensions and cause of tension.

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II. Summary of Findings by the Hearing Commissioners:B. That the Police Department of the Borough of Wilkinsburg Has Become a Focal Point for Overt Expression of Disrespect For Authority by Minority-Group Youth:

The Police Department of the Borough of Wilkinsburg does not adequately reflect the racial composition of the community.

Residents of the Black community, increasingly convinced of their exclusion from the planning and decision making processes which so vitally affect their lives, have through long and frustrating experience developed a deep-rooted distrust and hostility toward the institutions of unshared authority. The Police Department, as the most visible and often only encountered agency of the "power structure", with only "token integration" of the force, seemingly operating with more effort to maintain the status quo than to equitably maintain the peace, has become a focal point for expressions of hostility toward seemingly insensitive authority.

Testimony revealed that even more distasteful to both Black and white citizens was the conduct of very evidently untrained police from outside police agencies summoned to assist the Borough police in preventing racial confrontation at the high school disturbance. The use of obscene language and more than necessary-to-the-situation physical violence, unwarranted arrest of official observer, and like actions by police not of the Borough force has led to the bitter condemnation of all police by Borough citizens - both Black and white.

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II. Summary of Findings by the Hearing Commissioners:C. The Borough of Wilkinsburg Has Not Developed Any Agency or Program to Foster Racial Understanding to Assure Equality of Opportunity for All Citizens of the Borough:

The Borough of Wilkinsburg has not developed affirmative action programs in employment, education, housing or public accommodations to assure equality of opportunity for all citizens.

The only avenue of redress for complaint by citizens aggrieved has been through the Borough Council. Minority-group residents attempting to utilize this agency for airing of grievance have encountered hostile audience reaction. Minority-group residents now seriously doubt the effectiveness of making complaint of discrimination to an all-white and seemingly unresponsive "power structure" body.

There exists a wide gap in meaningful communications between local government and the Black community. As a result, the Black residents have, to varying degrees, (the degree often being related to individual social-economic status) developed a profound sense of alienation from the processes and programs of government. This has resulted in the intensification of real or imagined grievances against the power structure. Every abrasive contact with agencies or individuals has intensified this alienation. Thus, grievances suffered by Negroes take on deep personal significances far overbalancing the

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II. Summary of Findings by the Hearing Commissioners:

C. Continued:

immediate consequences of the grievance. Thus, the Black community subjected to delays in garbage or trash pick-up would view this delay not only as an instance of poor public service but as an example of racial discrimination.

Communication previously implemented in the Borough between local government and the Black community has been tenuous and fragmentary. Even this fragmentary communication has not been at all times with those individuals truly representative of the needs and grievances of the Black community. Thus, lacking pertinent, adequate and timely information from meaningful Black community leadership, and the rapport wherein such Black leaders could have assisted in decisively influencing the situation, public officials have been unable to formulate timely and effective response to alleviate tension situations or eradicate cause of tension.

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II. Summary of Findings by the Hearing Commissioners:D. That the Negro Citizens of the Borough of Wilkinsburg Have Not Been Afforded Equality of Opportunity in Employment:

Local government, public agencies such as the School District, have not reflected in their employment the racial composition of the community. Business and industry have not afforded the Negro equality of opportunity or advancement. Craft trades and apprenticeship programs have only recently been opened to any degree to the non-white.

Although the Borough of Wilkinsburg is primarily a residential community wherein the majority of the residents are employed outside the Borough, and the majority of small businesses in the Borough are two or three person "family" businesses, the employers within the Borough have primarily only employed Negroes in basic labor or unskilled capacities.

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II. Summary of Findings by the Hearing Commissioners:E. That the School District of the Borough of Wilkinsburg Has Not Adequately Progressed in Staff Integration or Curriculum and Program Development to Answer the Changing Needs of the Community:

The education of youth is the heart of any program to restructure the environment afforded the disadvantaged. This education must be tailored to equip each and every pupil to become a productive member of society. Any custom, procedure, administrative or educational practice or policy that detracts from, or fails to adequately provide for, the educational preparation of the total youth of the community cannot be condoned.

The School District does not adequately reflect in the composition of staff the racial composition of the community. In a community where 36.45% of the Junior High School pupils and 26.91% of the Senior High School pupils are Negro there are only seven (7) full time Negro professionals in a staff of 216. The same employment pattern is reflected throughout the school system.

There has been little liaison between the school authorities and the "grass roots" community. There exists in the school system a so-called "ANA" - "Anti-Negro Association" of students now being investigated by the State Department of Justice.

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II. Summary of Findings by the Hearing Commissioners:

E. Continued:

Counselling services have been, to the Black community, inadequate, insensitive to needs, and applied too late in the educational process. Another oft repeated grievance is the failure of the School District to incorporate the contributions of the American Negro and/or Negro history into the school curriculum.

Parent meetings for white parents only and parent meetings for Black parents have done little to foster understanding and are in themselves an indicator of racial polarization. This has carried on into the school system and is reflected in "all Black" or "all White" student groups and associations. Such one-race groupings directly resulted in student racial grouping confrontation and became the major tension incident in Wilkinsburg to date.

The school based incident has fostered a myriad of citizen groups concerned with erasing racial divisiveness and with establishment of understanding and cooperation to enable all citizens, regardless of race, to live in harmony under equitable law and order. No one agency or group has demonstrated sufficient community-wide base or cooperative respect of the Borough power structure as to be capable of affirmative programs for change.

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II. Summary of Findings by the Hearing Commissioners:F. The Borough of Wilkinsburg Has Not Adequately Utilized
Existent Programs in Housing and Urban Renewal:

The Borough Workable Program for Community Development was designed in 1957 and implemented as a twenty-year program beginning in 1960. Adherence to this long-term plan, without radical revision, prevents the Borough of Wilkinsburg from responding to changing needs and priorities caused by many factors to include:

1. Change from 2% non-white residency in 1960 to approximately 20% non-white residency at present.
2. Readily discernible deterioration of much of the available housing supply.
3. Increasing population percentage of elderly persons requiring low income housing and housing assistance.

Rigid adherence to the "20-year" program fails to recognize newly enacted Federally sponsored programs not in existence when Wilkinsburg long-term program was designed. This failure to participate in now available programs has been to the detriment of the community.

The Negro residents of the Borough have had no part in the planning and decision making processes involved in the "20-year

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II. Summary of Findings by the Hearing Commissioners:

F. Continued:

plan." This has fostered misunderstanding of program goals or accomplishments and is a constantly increasing cause of tension.

There exists in the Borough a pressing need for low-income housing and for housing for the elderly. Present programs of renewal are being delayed primarily due to the fact that the Borough has made no adequate provisions for housing to relocate low-income and elderly persons.

Land re-use in renewal areas for construction of housing with rentals in the high-middle income or luxury range have done little to assist in relocation, is defeative of the actual intent of the Federally supported renewal programs and is looked upon by the Negro community as an attempt by the power structure to deny Negroes housing and convert Wilkinsburg into a residential area for high-income whites only.

The failure of the Borough of Wilkinsburg to take advantage of the Lease Housing Program (Section 23 of the law authorizing Federal assistance for low-income families; the United States Housing Act of 1949 as amended) has denied needy residents of the Borough decent and adequate housing and has

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II. Summary of Findings by the Hearing Commissioners:

F. Continued:

been recognizable cause of tension. Failure of Borough Council to approve this available program is looked upon by the minority community as another instance of the power structure maintaining the status quo by refusing a program that might tend to integrate neighborhoods in the Borough now "reserved" for white residents.

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II. Summary of Findings by the Hearing Commissioners:G. The Borough of Wilkinsburg Has a High Potentiality for Racial Tension and Violence:

The inflammatory influence of a vociferously militant white racist group within the Borough, wherein "gun law" and vigilante rule has been publicly advocated is a major factor in readily perceptible racial polarization in the Borough of Wilkinsburg.

The Borough of Wilkinsburg, bordered by a major metropolitan neighborhood containing a very high percentage of Black residents and other Boroughs and Townships almost exclusively white in residency has become the arena for expression of racial fears and antipathies. The Borough of Wilkinsburg has an extremely high potential for racial tension and violence. One of the major problems most evident is the failure, or refusal, of many persons to acknowledge that racial tensions or potentialities for tension in fact exist..."in their Borough."

Only a real and honest acknowledgment of the existent tension potentialities and the all inclusive combined efforts of concerned Borough officials and citizens will reverse racial polarization trends and alleviate racial tensions. Attempts to date by groups and concerned individuals to develop racial understanding have been divergent, fragmentary, lacked continuity and have not been visibly and decisively supported by the "power structure."

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III. Positive Commitments for Change Presented by Borough Officials During the Investigatory Hearing:

A. Dr. William M. Potter, Superintendent of Schools, Borough of Wilkinsburg, authorized by the School Board to speak for the School Board, made the following positive commitments and recommendations:

1. The aim of the Wilkinsburg School system is to have the best possible educational system offering equality of opportunity in the best devisable manner.
2. School system will further develop ongoing communication through letters, meetings and monthly newspapers. Also to be appointed is a Public Relations person.
3. School System will welcome suggestions from parents for cooperative enterprise.
4. The School Board is reviewing counselling program:
 - a. Of 1968 graduating class - approximately 25% of graduate Negro students are enrolled in college. 50% of those are on scholarships.
 - b. Have located and been offered more scholarships for Negroes and are now screening those who are interested.
 - c. Will employ Negro teachers as they are made available. For past two years have recruiting program to obtain qualified Negro teachers.

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III. Positive Commitments for Change Presented by Borough Officials During the Investigatory Hearings:

A. 4. Continued:

d. School Board now involved in Federal Programs

where greatly increased program has been developed through federal funding to include:

- (1) Remedial Reading program expansion - quadrupled in past three years.
- (2) Summer programs - Headstart, ESEA, classes in reading, science, music, math, drama, art and adult basic education program.
- (3) Additional expanded programs include ESEA Title III - science and program of Cultural Enrichment.
- (4) Employed 87 persons for Vacation work Study Program - (57 white and 30 Negro).

5. Improved procedures for receiving and classifying transferees into Wilkinsburg School System. A very careful credential study is mandatory and advice of psychologist will be utilized as needed.

6. Negro History. State Board of Education Curriculum Regulations Section 7-201 (11); Section 7-301 (c); Section 7-306 (13) which requires that major contributions made by Negroes and ethnic groups shall be included in

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III. Positive Commitments for Change Presented by Borough Officials During the Investigatory Hearings:

A. 6. Continued:

curriculum material has been unanimously approved by School Board. Faculty Committee has approved selection of new text books in Senior High School. School District now reviewing all textbooks and library books in elementary and junior high school. These changes and new material will be in effect for school year 1968-1969.

7. Establishment of Interracial Advisory Committee called on to assist School District in PHRC ordered correction of school racial imbalances will be continued as the Advisory Committee on Community Relations to the School Board.
8. Scheduled for August 29, 1968 is Teacher Institute Program wherein main topic will be human relations.
9. School Board attempting to locate at least one more home-school visitor as a social worker.
10. School Board, by agreements, sending 30 students to Forbes Trail Vocational School; on tuition basis sending students to Pittsburgh schools for subjects such as shoemaking, cooking, cosmetology, etc.

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III. Positive Commitments for Change Presented by Borough Officials During the Investigatory Hearings:

A. Continued:

11. Distributive Education Program working and to be expanded.
12. Letters from student organization ANA "Anti-Negro Association" turned over to the Civil Rights Division of Justice Department for investigation.
13. School Board has approved employment of Negro Social Service Worker for handling of problems of attendance, severe discipline cases; and to work in conjunction with student-family social agencies; and aid in maintaining equality of opportunity.
14. Board also approved employment of Negro to serve on Superintendent's staff to handle racial problems in guidance, curriculum, represent Superintendent in certain community relations and other problem areas.

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III. Positive Commitments for Change presented by Borough Officials During the Investigatory Hearings:

B. The Honorable Alexander J. Jaffurs, Mayor of the Borough of Wilkinsburg presented the following positive commitments and recommendations:

1. On May 24, 1968, subsequent to disturbance at High School, Mayor submitted to Borough Council proposal to:
"Create a bi-racial committee, by Council, to promote racial harmony."

NOTE: In 1966, working with Wilkinsburg Ministerial Association, Mayor Jaffurs presented to Borough Council proposal to create Wilkinsburg Advisory Committee on Human Relations. From March, 1966 to date - no action by Borough Council.

2. Mayor has again strongly recommended to Borough Council immediate passage of this proposal to establish Advisory Committee on Human Relations.
3. In June, 1968, subsequent to school disorders, Mayor Jaffurs again presented to Council need for establishment of Advisory Committee on Human Relations or a Borough Human Relations Commission.
4. In order to expand opportunities for Negro participation in the operation of the Borough Mayor will promote the following:

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III. Positive Commitments for Change Presented by Borough Officials During the Investigatory Hearings:

B. 4. Continued:

- a. Have a Negro appointed to the vacancy on the Borough Recreation Board as soon as possible.
 - b. Urge that Negroes be slated for public office such as City Council and the School Board.
5. Several police and public safety positive policy and administrative changes have been made to include:
- a. Youth squad on police force expanded to three (3).
 - b. FBI conducted 7 week training course for Wilkinsburg police procedures.
 - c. Ordinance on disorderly conduct clarified.
 - d. Procedural system for handling juvenile delinquents adopted.
 - (1) Juveniles not to be placed in jail cells but held in other areas.
 - (2) Arrested persons to be allowed, and assisted, to make phone calls as quickly as possible.
 - (3) No female persons detained to be held in same area as males detained.
6. If Borough Council does not act by August 12th, 1968 Mayor will appoint a bi-racial task force as rallying point for all citizens to resolve racial problems in the Borough.

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III. Positive Commitments for Change Presented by Borough Officials During the Investigatory Hearings:

B. Continued:

7. On August 14th, 1968 will start a ten (10) week Police-Community Relations Training Program to be conducted by the Pennsylvania State Police. From this program will be organized a Community Relations team within the force that will be backed up by an inter-racial advisory board.
8. We are preparing application for funds for Human Relations Education Program for School system.
9. We will establish, in some form, a grievance system and rumor control mechanism.
10. An open door Thursday evening (every Thursday) where the Chief of Police, a Council member and the Mayor will listen to and handle grievances. We will expand this mechanism.
11. Established program with the Allegheny County Bar Association wherein attorneys will be provided in each police station in event of civil disturbance.
12. We have improved and expanded recreation programs to include a night basketball league completely integrated.
13. Obtained 27 summer jobs (22 Blacks & 5 whites) through County Commissioners and an extended educational program to expand and open permanent employment opportunities.

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III. Positive Commitments for Change Presented by Borough Officials During the Investigatory Hearings:

B. Continued:

14. We have expanded Youth Guidance, Inc., Summer Camp for boys and girls 10 to 14.
15. We have established real coordination with OEO and job training program.
16. A community-wide drive to have major political parties sponsor Negroes for elective office in the Borough.
17. Attempting to establish another movie theater in the Borough.
18. Planning for indoor all year round recreation center.

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IV. Comments by Hearing Commissioners on Pertinent Facts Deduced From Sworn Testimony:

A. The Mayor has on several separate occasions, over a nearly three (3) year period, presented to the Borough Council the need for establishment of some form of Human Relations Council or Commission in the Borough of Wilkinsburg. On March 15, 1966 the Ministerial Association of the Borough of Wilkinsburg petitioned the Borough Council for formation of a Human Relations Commission as an Advisory Committee to the Borough Council.

The League of Women Voters specifically recommends the establishment of a Wilkinsburg Human Relations Commission.

To date, Borough Council has rejected the idea of establishing any form of Human Relations Committee or Council.

B. Scattered-site lease housing (Federal Program under Section 23 of the U.S. Housing Act of 1949 as amended), to be operated by the Allegheny County Housing Authority, proposed for Wilkinsburg but requires program approval by Borough Council. Even though Wilkinsburg 20-year plan for progress is being retarded due to problems in relocating low-income families in renewal area Borough Council has not approved this available program for lease housing.

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IV. Comments by Hearing Commissioners on Pertinent Facts Deduced from Sworn Testimony:

C. Failure of Borough Council to take affirmative action in the above two cited areas was testified to by witnesses throughout the hearings. This failure, or refusal, to act in response to evidenced need is well evidenced as a cause of tension within the Borough of Wilkinsburg.

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V. Recommendations by the Pennsylvania Human Relations Commission for Actions to Alleviate Existent Tensions and Reduce Potential Tensions in the Borough of Wilkinsburg:

NOTE: In specific instances a time limit for implementation or accomplishment of recommendation is indicated.

In all instances the Commission will monitor the meaningful implementation of the following recommendations. Where action is not accomplished to a significant degree the Commission, upon review, shall take such further steps as specified by law to assure affirmative action to reduce racial tensions in the Borough of Wilkinsburg.

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V. Commission Recommendations:A. Recommendations for the Reduction of Tensions Contingent to Employment in the Borough of Wilkinsburg:

1. The Borough of Wilkinsburg, through the Office of the Mayor, should form as soon as possible, a Mayor's Committee on Human Relations with firm commitment to formulate and implement affirmative action programs in employment within the Borough of Wilkinsburg. This Committee should be charged with the following minimum duties:
 - a. Implementation of community-wide educational program on equal opportunity in employment.
 - b. The seeking out and development of employment opportunities for all citizens of the Borough.
 - c. Act as planning and coordinating agency for development of groundwork essential for the enactment of an ordinance which will create a human relations commission with full enforcement powers in the areas of employment, education, housing and public accommodations.
 - d. Develop and operate a rumor control program.
2. The Borough of Wilkinsburg, through the Office of the Mayor, with cooperation of all concerned groups and agencies, should hold a series of community workshops. The first of this series should be devoted to the problems

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V. Commission Recommendations:

A. 2. continued:

of employment and underemployment.

a. Participants should include a cross-section of the entire community, thereby establishing lines of communication and understanding.

b. Factual data as to fair employment practices and conditions.

3. The Borough administration, through the Borough Council, should review all hiring policies, qualification standards and testing procedures, to assure fair employment policy standards and practices in all departments of Borough government. This should include affirmative action programs to recruit minority persons to at least the point wherein racial makeup of Borough employees is consistent with the racial composition of the community.

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V. Commission Recommendations:B. Recommendations for the Reducation of Tensions Contingent to Education in the Borough of Wilkinsburg:

1. It is recommended that the School District's Advisory Committee on Community Relations be expanded forthwith to include representatives of the Black and white communities, selected by their own organizations, as well as school administrators, counsellors, teachers, parents and students, to make substantive recommendations to the Superintendent, the Board of Education and community organizations regarding such problems as:
 - a. Student discipline and school disciplinary actions;
 - b. Attitudes of school staff toward non-white staff and students;
 - c. Degree and kind of counselling received by Black students;
 - d. Assignment of students to grade levels and curriculum programs;
 - e. School-parent relations;
 - f. Participation of Black students in extracurricular organizations and activities;
 - g. Relevance of curriculum programs to pupil needs;
 - h. Integrating the contributions and history of Negroes and other minority-groups into all areas of the curriculum;

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V. Commission Recommendations:

B. 1. continued:

- i. Under-achievement of pupils;
- j. Making remedial reading and tutorial services more effective;
- k. Intergroup education in the classroom; and
- l. Public financial support of schools.

- 2. That a Human Relations Committee be organized in the high school consisting of black and white students, parents, faculty and administration to make recommendations to the principal and superintendent regarding problems concerning relations among students, faculty, administration and parents in the high school.

NOTE: This recommendation should be accomplished not later than end of school term 1968-1969.

- 3. That a series of in-service training sessions for key administrative and faculty personnel on school-community relations and affirmative actions to meet problems incident to school desegregation be instituted with least possible delay.

NOTE: This recommendation should be accomplished during the school year 1968-1969.

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V. Commission Recommendations:

B. continued:

4. That the School District shall affirmatively recruit professional personnel, including administrative and guidance personnel as well as teachers, from predominantly Negro colleges as well as other institutions.
5. That the School District affirmatively recruit Negro applicants for non-professional positions to include but not be limited to, clerical, cafeteria and maintenance personnel.

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V. Commission Recommendations:C. Recommendations for the Reduction of Tensions Contingent to Housing in the Borough of Wilkinsburg:

1. The Borough of Wilkinsburg, through the Office of the Mayor, utilizing leadership impetus of the Borough Council, should via the media of existing interracial organizations, or the medium of an official Human Relations Committee of Council, immediately implement a Borough-wide educational program in housing. This program should have the following minimum program objectives:
 - a. To educate the citizens of the Borough as to the rights of all persons to seek and acquire housing of their choice within the economic abilities of the individual or family.
 - b. To educate the citizens of the Borough as to the responsibility of government at all levels, to provide adequate, decent and desirable housing for all citizens economically disadvantaged.
 - c. To realistically inform all citizens of the Borough of the accomplishments, planned programs and objectives of the Borough in renewal, redevelopment, rehabilitation, code enforcement and related housing programs in the Borough of Wilkinsburg so that an informed citizenry may become active partners in accomplishment.

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V. Commission Recommendations:

C. 1. continued:

d. To supplant rumors, old superstitions and newly disseminated racial fears with the true facts essential for the human understanding necessary for a policy in fact of open and equal housing for all people.

2. The Borough of Wilkinsburg, through affirmative action by the Mayor and the Borough Council, should review the twenty-year Borough Plan for Development with purpose being to make such adjustments in Program priorities and projects as will more adequately reflect Borough needs today as opposed to projected Borough needs at plan adoption in 1960.

a. Plan revision and re-evaluation for adjustment of priorities is deemed essential in order for the Borough to adequately and equitably provide housing for the low income and elderly persons of the Borough.

b. The twenty-year plan for Development completed in 1957 and adopted in 1960 when non-whites were a 2% fraction of the Borough should be revised to include the now approximately 20% non-white residency in the planning and decision making processes from which they are now

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V. Commission Recommendations:

C. 2. b. continued:

excluded. The non-white resident, now resentful of exclusion and continued "paternalism" must be made a part of the Development program in a meaningful manner.

- c. Plan revision should be accomplished as rapidly as possible for the evaluation and inclusion of new Federally supported programs in housing now available but not existent or not funded at the time of twenty-year plan inception.

NOTE: Plan (twenty-year) revision should be accomplished not later than June 30th, 1969 to include submission for Federal approval of any required "Workable Program" applications.

3. The Borough of Wilkinsburg, through the media of the Mayor and the Borough Council, should take immediate steps to accomplish the following:

- a. Review all available Federally supported programs in housing and take action to accomplish the following:

- (1) Make program application for all available Federal programs designed to assist in expansion and upgrading of housing supply for low-income and elderly persons in the Borough.

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V. Commission Recommendations:

C. 3. a. continued:

- (2) High priority should be given to the finalizing of a Workable Program application for FHA Leased Housing Program (Section 23 of the law authorizing Federal assistance for low income families; the U.S. Housing Act of 1949 as amended).

NOTE: This recommendation should be accomplished not later than February 28th, 1968.

- (3) Maximum support and encouragement should be given to the non-profit sponsors now entering into, or planning entry into, programs supported by Federal funding and/or mortgage guarantee, for the production of new low-income housing or the rehabilitation of existent housing within the Borough. Borough support should include: feasibility studies; statistical research and data; mapping and topographical data; meaningful inclusion in planning programs and such other innovative support and programs as augment and facilitate the production or rehabilitation of low-income housing.
- b. Adopt a rigidly enforced and expanded program of Code enforcement. This should also include:

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V. Commission Recommendations:

C. 3. b. continued:

- (1) Expansion of the Housing Code Inspection Force so adequate response to need and program case continuity may be afforded.
 - (2) Application to the Bureau of Environment Health, Pennsylvania Department of Health, for training program for Code Enforcement Officers. (Program provided without cost to the Borough.)
 - (3) Preparation of Workable Program and application for Federal Demolition Grant for Accelerated Code Enforcement (Section 116 of the U. S. Housing Act of 1949 as amended.) This program also provide contingent benefits such as 100% grant for re-location of persons forced to displace during program application.
4. The Borough Council should take immediate steps to insure that land re-use in present renewal projects is adequately inclusive of the intent of the program...."To provide new and adequate standard housing for the persons in the concerned area." To continue with land re-use wherein only new housing provided is affordable only to the middle or high income family is to defeat the intent of the program and continue a major cause of tension.

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V. Commission Recommendations:D. Recommendations for the Reducation of Tensions Contingent to Borough Administration:

1. Police-Community Relations: The Commission recommends that the Borough of Wilkinsburg, through positive action by the Mayor and the Borough Council should accomplish the following:
 - a. Appoint Community Relations Team within the Police Force.
 - b. Appoint Bi-racial Police Advisory Board with primary function being to directly support the work of the Police Department Community Relations Officers and secondly, to advise the Mayor, Borough Council, Director of Public Safety and Chief of Police in police-community relations matters.
 - c. Develop a positive recruitment program for purpose of attracting minority-group persons to police and fire department careers.
 - d. Establish a rumor control mechanism based on the police department with full cooperation of presently established interracial groups, ministerial association, and others, to effectively counter tension producing rumors and distortions of fact.
 - e. Develop, publish and administer a top-level policy

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V. Commission Recommendations:

D. 1. e. continued:

directive for police in all police actions involving youth, minority-group persons and participants in civil rights protest activities. This policy should reflect the police duty to maintain law and order without deference to the status quo. The police duty to make arrest of the offender without judgment of the individual or group should be clearly stipulated.

2. The Commission recommends that the Borough Council, as elected governing body in the Borough, should take positive and affirmative steps to:

- a. Recognize existence of racial tensions in the Borough and the causes of racial tensions.
- b. Accept the role of leadership to reduce racial tensions in the Borough.
- c. Establish a Human Relations Advisory Committee with end view being the establishment of a Human Relations Commission through a Human Relations Ordinance affording all citizens legal avenue for redress when individual civil rights have been impugned, threatened or denied.

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CONCLUSION:

The Pennsylvania Human Relations Commission stands prepared at all times to assist in the implementation of the recommendations set forth on the preceding pages.

Only a concerted effort by all segments of the community will make possible a reversal of present trends threatening further to polarize the white and black communities of Wilkinsburg.

